

INITIAL PROPOSAL FOR REOPENER NEGOTIATIONS

**THE NAPA VALLEY COMMUNITY COLLEGE DISTRICT
AND THE NAPA VALLEY COLLEGE FACULTY ASSOCIATION, CCA/CTA/NEA
December 8, 2023**

The following collective bargaining reopener initial proposal is being submitted by the Napa Valley Community College District and Napa Valley College Faculty Association, CCA/CTA/NEA expressly pursuant to the Educational Employment Relations Act, and in particular Government Code Section 3547, and the parties' collective bargaining agreement. It is the intention of the parties to bargain in good faith over the proposals submitted by the respective parties to the Collective Bargaining Agreement.

**ARTICLE 8
REGULAR/CONTRACT FACULTY SALARIES**

In accordance with Article 8.1 of the 2021-2024 Collective Bargaining Agreement, which provides that if certain tax revenue thresholds are met, the parties mutually agreed "to reopen faculty salary negotiations" for 2023-2024, the parties expect to meet and exchange salary proposals regarding Article 8 for the 2023-2024 academic year.

**ARTICLE 13
REGULAR/CONTRACT FACULTY SALARIES**

In accordance with Article 13.1 of the 2021-2024 Collective Bargaining Agreement, which provides that if certain tax revenue thresholds are met, the parties mutually agreed "to reopen faculty salary negotiations" for 2023-2024, the parties expect to meet and exchange salary proposals regarding Article 13 for the 2023-2024 academic year.

OHR 12.8.2023